

The Chronicle

JAN/FEB /MAR 2004

NEWSLETTER OF THE
MARICOPA COUNTY ADULT PROBATION DEPARTMENT

VOLUME IX, ISSUE 1

In this issue:

Chiefly Speaking	1
Books donated to St. Vincent de Paul.....	2
Employee Awards Ceremony	2
New Safety Committee Members	3
Mystery Person.....	3
APD's Newest Officers Sworn In.....	4
Warrants Unit Busy...	5
APD Booth at County Fair.....	6
DV Court Receives Grant.....	7
Resources in your Backyard	8 -12
Seniority Salute	13
Editorial Staff and Contributors.....	14



The Chronicle

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Chiefly Speaking In Remembrance



Sadly, we have lost one of our own in the war in Iraq. APD's Surveillance Officer Elijah Wong worked out of the Mesa office in our Intensive Probation Division. In November 2003, he was called upon by the National Guard to deploy to Iraq. He took on this responsibility with enthusiasm and vigor and was willing to serve our country, knowing full well the risk to his personal safety. Sergeant Wong served in a National Guard Unit assigned to reduce the hazards of munitions and explosives and provided explosive ordnance disposal support to military and civilian officials. On February 9, 2004, he died in action while serving in Operation Iraqi Freedom in Sinjar, Iraq. Officer Wong, 42, and another soldier were moving unexploded ordnance, rocket propelled grenades, and mortar rounds to a demolition site when the munitions detonated. He leaves behind a wife and 3 minor children.



Elijah is greatly missed by his loving family, military compadres, friends, and co-workers. When Elijah returned from Iraq, he intended to purchase a computer for his family to assist them in completing schoolwork. The 100 Club has provided Elijah's widow with a check for \$10,000 to help make this wish for his family a reality. The 100 Club is a non-profit organization that provides benefits to all Arizona families of public safety personnel who are seriously injured or killed in the line of duty. Our Department has an agency membership in the 100 Club and we are sincerely grateful for their assistance to the Wong family. More information about the 100 Club and its memberships can be found on their website at www.100club.org. We have lost a good and decent man. As we remember Elijah with his great dedication and purpose and realize the ultimate sacrifice he made for others, may we also reflect on how truly precious life is and the people who are most important to us. ☺

APD will officially retire the badge of their Fallen Comrade Elijah Wong in the Board of Supervisors Auditorium on April 12 2004.

The Greatest Gift ...A Book



After reading that the St. Vincent De Paul Society was in desperate need of toys for young children, the APD Marketing Committee donated 200 brand new children's books and stuffed animals to the cause. Thank you to all employees for making this possible. It was very well received as best evidenced in the following letter:

"The Society of S. Vincent De Paul is truly overwhelmed by your spirit of giving. The heartfelt commitment and astounding generosity displayed towards our dining room guests has left us speechless. On behalf of our guests, we sincerely "Thank You" from the

bottom of our hearts. Over the past 2 months we've been able to provide all our dining room guests with new pairs of socks and hygiene packs. Every child will see your donation of books and stuffed animals. This is one primary reason we see the ear-to-ear smiles from adults and children who come to St. Vincent De Paul for assistance and support. You are our messengers, our advocates and the voices for those who live in the desperation and poverty."... ❧

CINDY SVATORA

Director of Dining Rooms, St.Vincent De Paul



Kim Gionta from APD (Center) helps unload boxes of books & toys donated to the St. Vincent De Paul Society. At left is Michela Dawns, with Krista Martin on the right.



APD's 2004 AWARD WINNERS

Probation Officer Supervisor: Bob DeMers

Probation Officer: Jeanne Morse

Surveillance Officer: Connie Delgado

Support Staff Supervisor: Cindi Barocas

Support Staff: Cathy Wyse

Volunteer: Tammy Schroeder (Currently a APD Probation Officer)

Intern: Jenny Ramirez

Victim Service Awards: Timberly Matson

**An Awards Ceremony will be held April 12, 2004 at 1:30 p.m.,
in the Board of Supervisors Conference Room.**

Congratulations to all!



Safety Committee Starts a New Year

By: David Servilican and Donna Vittori



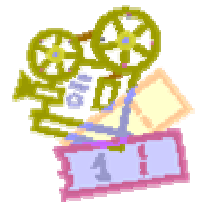
The newest Members to the Safety Committee are (L-R) David Servilican and Donna Vittori.

The safety committee convened for the first time this New Year on February 12, 2004. David Servilican and Donna Vittori, new co-chairs, welcomed members, paid special thanks to Ken Groom and Manny Gomez for their support and acknowledged Richard Breed and Saul Schoon for their past leadership and hard work. Many long-standing members as well as new members were present. Representation expanded with the addition of support staff personnel joining the committee, a definite plus. All bring welcomed perspectives. During the first meeting, members engaged in the development of a purpose statement, a team effort. The focus of the group will be a working committee in vested in safety issues with plans to develop attainable goals. The committee believes communication is crucial, therefore, each member will have an alternate to ensure representation at each meeting. We look forward to working with this committee.



Win 2 Harkins Movie Passes

Mystery Person



? ? ? ? ? ? ?

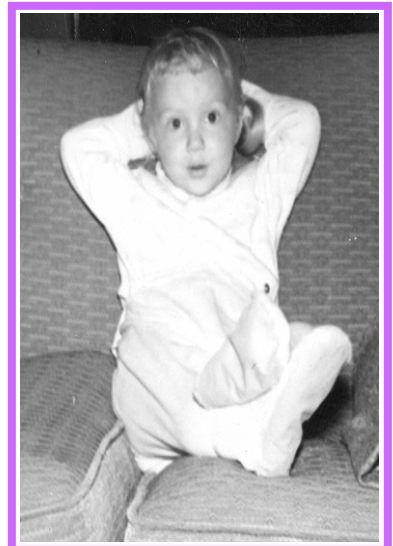
There are 6 clues in this edition of the **Chronicle**. If you can identify the mystery person, send the name to Merci Hernandez via e-mail by April 23, 2004. If there is more than one correct response, the winner will be selected by random drawing.

Clue #1: This person can bench press their weight.

Clue #2: This person just visited Ho Chi Minh City, and also saw Victoria Harbor in Hong Kong.

Clue #3: This person recently ran the P.F. Chang Marathon.

Clue #4: This person loves football, big dogs and hairy men (not necessarily in that order.)



New Hire Graduating Class of February 2004

By: APD Staff Development and Training

As you can tell, the increase in starting salary has highly impacted the Department's ability to recruit much larger classes of new hire officers. Our recent graduating class consisted of twenty-eight new probation officers and four new surveillance officers. This class brings to the job a wide array of experience, as well as, plenty of ambition. They come from previous careers with Value Options, Maricopa County Juvenile Probation, Pinal County Adult Probation, Administrative Office of the Courts, Maricopa County Sheriff's Office, AZ Department of Corrections, to name only a few. Please welcome our newcomers with your knowledge and experience. I want to express my gratitude to those of you who assisted with the training of these new officers. Your help with classroom training, field ride-along and office day practicum is GREATLY appreciated. Special thanks to Criminal Presiding Judge Eddward Ballinger, Jr. and Chief Barbara Broderick who officiated the swearing-in ceremony of these officers.

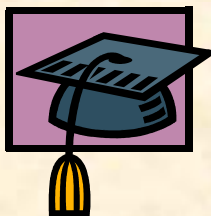
Best wishes to our new staff. Thank you for providing insight from your previous experiences and for your enthusiasm for this job. ☺



Back Row, Left to Right: Karen Spittler, Kenneth Snodgrass, Julio Avilez, Michael Landingham, Neil Capps, Greg Nugent, Chad Clark, David Perkins, Maria Cook, Raquel (Mead) Gloden, Regan Butler. **2nd Row, Left to Right:** Jolie Hatch, Kyesha Gatison, Buddy Benson, Dana Youhas, S.O.-Nikkia Dansby, Kimberly Battles, Mildred Leon-Castaneda, Steve Jackson, David Johnson, Justin Burns, Melissa Boudreau, Denise Pine, Maria Chanto-La Scala, Tammy Buchan, Katrina Koch, Bobbie Rohe, Dana Shepherd, Peggy Gomez. **Front Row, Left to Right:** Surveillance Officers- Mike Mogan, David Specht and Roger Fleenor.



(L-R) Dep. Chief Zach Dal Pra, new PO Peggy Gomez and Chronicle Editor Robert Cherkos pose after the ceremony. Peggy was Copy Editor for the Chronicle.



**Did You Know?
On December 12, 2003
Drug Court had it's 1,000th
graduate!**

CONGRATULATIONS TO ALL!



Managing for Results "PAS THE PAYROLL PLEASE"



Just imagine that you had to account for your time doing things like drug tests, field contacts, office contacts, searches, seizures, reports, referrals, notifications, public information, and so on... Or, your job is to support any and all of these tasks. Then imagine being told that you cannot get paid unless you account for your time based on these tasks. Then you may get glimpse of the potential quagmire that looms ahead with the implementation of the Eagle Project's Peoplesoft accounting system. Fortunately, it should not be that complicated...we hope.

For the last six months we have been going through the process of revising our strategic plan and simplifying our PAS. PAS stands for **P**rogram, **A**ctivity and **S**ervice. All of us provide services for customers. Similar services are grouped into Activities. And similar Activities are grouped into Programs. Under our revised plan, if you are a Standard Field Officer, you provide Standard Field Service. If you have a specialized caseload, such as SMI, you provide SMI Supervision Service. These are grouped together under the Standard Supervision Activity. Other Activities such as IPS, Warrants, and Indirect Services make up the Community Justice Program. All the Activities involving treatment, Presentence, Pretrial and education make up the Assessment and Behavioral Change Program. Confused yet?

Instead of worrying about dozens of tasks under the old PAS, most of us probably can go a whole day just doing one or two. For example, if you are in a standard caseload and go out in the field, do a search, take a U/A, attend a neighborhood meeting, come back to the office and do a modification, at the end of the day the only service you provided was the Standard Field Service. The county hopes to implement

employees entering their hours based on PAS in the future. Don't panic. We won't be doing this right away. The reasons for all this actually make sense from a budget standpoint. The idea is to account for every nickel that is spent. This way we can determine how much things really cost in terms of salaries, supplies and equipment. Allocating resources and planning future budgets requires detailed and accurate information. And just as important, taxpayers and funders demand to know how much things cost and what they are getting for their buck in terms of performance. This after all, is the bottom line for Managing for Results.

We've already begun the process of converting our entire payroll system to Peoplesoft. Most of us have no idea of the gargantuan efforts by staff in Budget and Finance to keep the checks flowing -- and with very few errors compared to all other department in the county. We often just assume that some computer tallies up our payroll information, a printer cuts the check and someone distributes it. The process is far more complicated and labor intensive than that. Thanks to the folks in payroll, we are afforded the luxury of taking for granted that every other Friday is payday, and that our paychecks will be ready...as usual. ☺

by Robert Cherkos, Strategic Planning Coordinator



Clue #5: This person can climb to the top of Mt. Piestewa in 22 minutes.

Clue #6: This person has hiked the Tian Shan Mountains, skydived in Coolidge, swam with piranhas in the Amazon River, negotiated class 4 rapids in Costa Rica, and.... Bungee jumped in New Zealand.

A BUSY MONTH FOR WARRANTS

By Richard Breed, Warrants Unit Supervisor



During the month of February the Warrants Unit was directly involved in 11 arrests. Of these, 10 were sex offenders. Richard Rodgers tracked two level-III sex offenders out of state and worked with local authorities to make the arrests. One was in Nebraska for Child Molestation and the other was in Missouri for Attempted Sexual Conduct with a Minor.

Eight other sex offenders were arrested here, in Maricopa County. Lance Nickell and Richard Breed found one of them hiding in the victim's house. Bob Sitnek arrested 4 sex offenders. Two of these were level-IIIs. Bob used his training in reviewing computers to help him make one of these arrests.

All level-III sex offenders assigned to the Warrants Unit have been submitted to Silent Witness and forwarded to DPS for additional research. Division Director Marty Soto has also required that all level-III sex offenders on warrant status be given the highest priority. This means walking the paperwork through the various steps of the process and start working the case within 2-3 hours of receiving it.

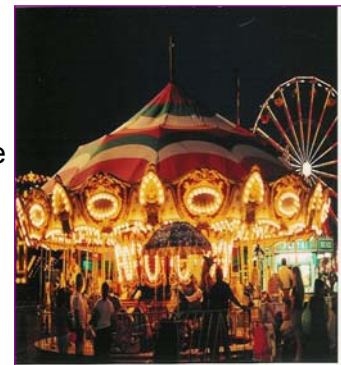
Also during the month of February, thirty-one of our direct arrests were for violent offenders. Seventy-four were on probation for class 2, 3 or 4 felonies. On 21 occasions our staff drew a gun during an arrest and we used our handcuffs on 5 occasions. There were no injuries to our staff, police, the public and our probationers. Based on the number and nature of our arrests, I am especially proud that our staff got the job done without injuries.

Our relationship with the Phoenix Police Department continues to improve thanks to the Chief's efforts. It is the goal of the Warrants Unit to be one of the strongest links in getting dangerous offenders off the street. ☞

MARICOPA COUNTY FAIR An Arizona Family Tradition

This year the Marketing Committee is happy to announce we have been invited to participate in the Maricopa County Fair!

The County Fair will be held April 14th through the 18th. We plan to provide fairgoers with probation information and give away free books. It is likely that this will be the probation department's last book give away event. Don't miss out on the chance to participate!



If you are interested in volunteering to work a shift covering the booth, please contact Erin Cacciatore for more details. ☞

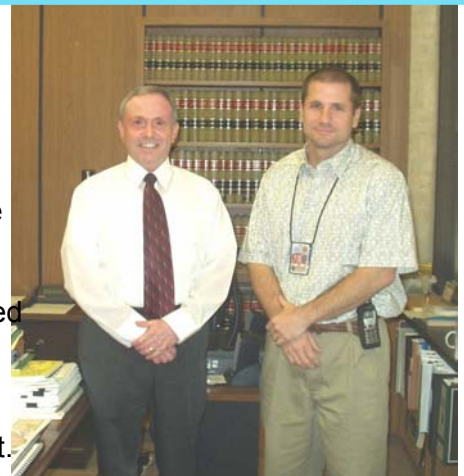
DV Court Receives Grant

By: Cathy Wyse

In January, **Chronicle** writer Cathy Wyse interviewed the Honorable Mark W. Armstrong and APD Domestic Violence Unit Supervisor Saul Schoon to learn more about Domestic Violence Court. A portion of that interview follows. Another section of the interview will be printed in the next issue of the **Chronicle**.

Chronicle:

You recently announced that you received a grant award for DV Court. Could you tell us about that?



(L-R) Judge Mark Armstrong with Domestic Violence Unit Supervisor, Saul Schoon.

Schoon:

We received it from the Arizona Foundation for Women and it's a partial grant. And actually it came because Judge Armstrong was speaking somewhere and someone from the Arizona Foundation for Women heard his speech and approached him.

Judge:

Well actually, I was speaking to SIDVIC, which is the Supreme Court's Committee on domestic violence. Martha Harmon is a member of that committee and she's also the Executive Director of MAN, which is the Men's Anti-violence Network. Saul and I are both advisors to the Men's Anti-violence Network, so we know Martha. Martha heard me talk about the project and she went to the Arizona Foundation for Women. They were very interested. They had some year-end excess funds because they had a golf tournament that was very successful, so we were able to take advantage of those. We will, of course, need more since we only have four months worth of funding for an advocate. We are very optimistic, because we have them as a future source as well as the Governor's Office.

Schoon:

The grant from the Arizona Foundation for Women is about \$20,000 for a four-month period. However, there is some hope and anticipation that when the new funding year comes out that we will be a priority for them. The advocate will be an employee of Chrysalis and they anticipate having somebody on board the beginning of March. Right now, we have 10 domestic violence caseloads and the advocate will work with any of the victims on any of those caseloads. The hope is obviously to get better victim outreach, to give victim referrals, but also to get participation in the Domestic Violence Court

Chronicle:

Is the advocate going to be a part-time position?

Schoon:

They are going to make it full-time. We also met with the Governor's Office and will probably be working on a STOP grant for Chrysalis to hopefully get that funded.

Judge:

Our goal is to have two full-time domestic violence advocates. So this was a good first start.

NOTE: Part II of the interview with Judge Mark Armstrong will be featured in the next issue of the **CHRONICLE**.

RESOURCES IN YOUR BACKYARD

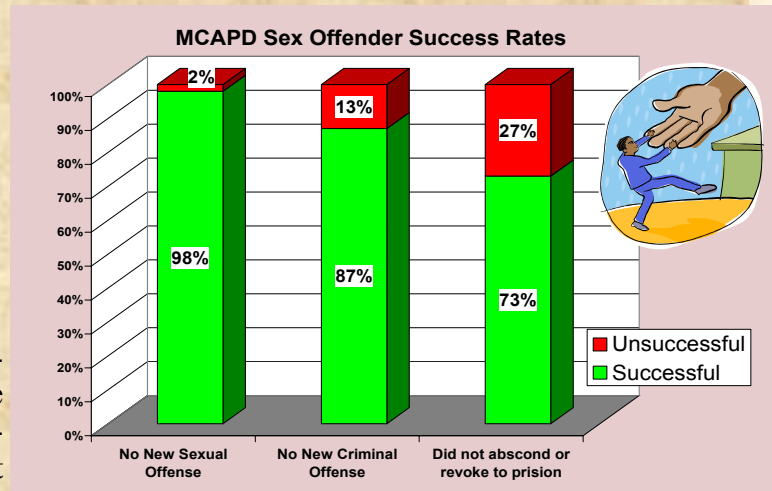
By Billie Grobe and Chronicle staff

It takes a variety of supervision, treatment and education services to meet the needs of probationers. Many of these services are found in the community, but some of the best are operated or funded by Maricopa County Adult Probation. Here is an overview of several of our internal treatment and education services and what they cost.

Sex Offender Treatment and Testing

Sex offender education and treatment has several components. The first is education; a four-week, 24-hour, educational module entitled Sexuality and Paraphilia Class. Probationers attend these classes and are allowed to bring one partner or family member, free of charge.

The class covers the following topics: the offense cycle, sexual development, male/female socialization and stereotypes, paraphilias, responsible language and terms, as well as what to expect in treatment and testing. Treatment is provided by contracted providers and generally consists of the offender being placed in a treatment group (unless individual therapy is recommended). Couples groups and family therapy is also available, plus chaperone groups for persons interested in chaperoning the offender in certain circumstances. Testing, including polygraphs, is required on a bi-annual basis. Treatment is a condition of probation and is regarded as an essential component of supervising the offender in the community.



State funds are available to pay for all or portions of treatment and testing based on the probationer's ability to pay. The majority of our probationers pay for their own treatment and testing.
If paid out-of-pocket by client:

Sexual/Paraphilia Education Classes \$100/client (includes one guest)

Risk Assessments

\$840 (excludes cost of polygraph) for full package of tests (both psychological and physiological)

Individual psychological assessments range from \$100.00 to \$225.00

Individual physiological assessments range from \$195.00 to \$270.00 (depending on the type of test and whether or not it is an initial or retest)

Group Therapy: \$32.00 per 100 minute session (weekly)

Individual Therapy: \$60 - \$75 per 50 minute session (weekly) depending on Master's or Doctoral level therapist

Polygraphs : \$208 - \$230/polygraph (generally requested 1 per 6 months)

Partners Group Therapy:

\$32.00 per 100 minute session (weekly) – generally no longer than one year of services provided

Couples Group Therapy: \$32.00 per 100 minute session (2x month)

Family Therapy : \$60 - \$75 per 50 minute session depending on Master's or Doctoral level therapist

Cost of Services to County: approximately \$833/client per month

Client must have documented need for assistance; generally, client is required to make a co-payment for services

Substance Abuse Treatment

Drug Court

Drug Court offers a cognitive-based, in-house outpatient counseling and drug monitoring program for non-violent drug offenders. The Drug Court team monitors client program compliance regularly. The team consists of the Judge, county attorney, public defender, probation officer, and counselor.

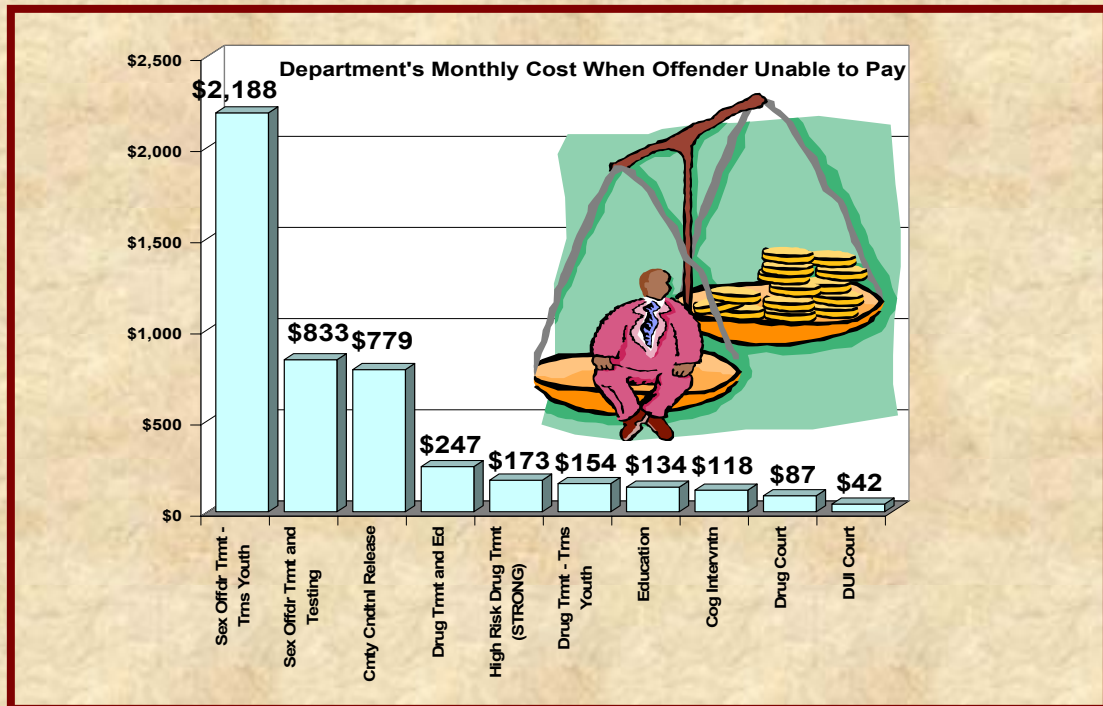
Generally, probationers are in the program for approximately one year and attend treatment two times per week, with sessions lasting one hour and fifteen minutes. Participants are drug-tested randomly three times a month and are required to attend weekly support group meetings in addition to group counseling sessions. A gender-specific women's group is optional for all female participants.

Drug Court provides a continuum of treatment services, supervision, rewards and sanctions via a non-adversarial partnership between the Court, probation officers, counselors, and attorneys.

The daily population of Drug Court is about 450 probationers. During fiscal year 2003, approximately 6 out of 10 successfully completed Drug Court and were terminated from probation. *Last December, the program reached a milestone with its 1,000th graduate.*

Cost of treatment to Probation Department (state-funded):

Approximately, \$87.00/client per month (this cost does not include salaries for probation officers, court employees, prosecutors, or public defenders)



DUI Court

DUI Court is based on the national model for Drug Courts. A probationer assigned to DUI Court receives increased alcohol testing and community supervision, frequent interaction with the DUI Court Judge, and a minimum of one year of substance abuse treatment.

Probationers participate in cognitive-based treatment offered by two community vendors at sliding-fee scale rates. An Enhancement Grant through the Center for Substance Abuse Treatment Agency (CSAT) affords the opportunity to increase services to the Native American and Spanish-speaking populations.

DUI Court began using a state-of-the art technology that collects, stores, and transmits alcohol level information. The **Secure Continuous Remote Alcohol Monitor (SCRAM)** bracelet weighs only 8 ounces and is strapped to a participant's ankle. It is designed to be worn 24/7. The bracelet can provide up to 48 tests per day that are transmitted electronically daily. All DUI Court participants are required to be on the SCRAM system during their first 90 days in the program.

DUI Court had a average daily population of 250. A 5-year study of DUI Court commissioned by the National Highway and Traffic Safety Administration is due for publication this summer. Preliminary findings indicate that DUI Court has an approximate 72% program retention and successful completion rate.

Cost of Treat to Client: Based on sliding scale: \$10 - \$50 per week

**Cost of treatment to Probation Department (CSAT grant-funded):
Approximately, \$500/client annually**



Drug Treatment and Education Fund

The Drug Treatment and Education Fund (DTEF) provides funding for first and second time drug offenders sentenced under A.R.S. §13-901.01. MCAPD contracts with community-based agencies to provide a continuum of treatment services based on "Best Practices" for treating substance-abusing criminal offenders.

MCAPD provides staff to conduct clinical assessments, facilitate treatment referrals, monitor treatment services, collect and report data, and manage contracts.

In FY 2003, DTEF had a 65% successful completion rate.
As of December 2003, there were 535 active DTEF participants.

Cost of treatment to Probation Department (state-funded):

Approximately, \$247/client per month (this includes the whole range of services: education, motivational enhancement, standard outpatient, intensive outpatient, residential, or lapse/relapse)

STRONG (High Risk Drug Treatment)

This is an internal program that is being phased out. STRONG provides intensive outpatient services, using a cognitive-behavioral model. Probationers attend treatment at a rate of three times per week for approximately six to nine months. The client profile is a probationer who is high risk and high need.

Cost of treatment to Probation Department (state-funded):
Approximately, \$173/client per month



CCRP (Community Conditional Release Program)

CCRP is a specialized mental health caseload utilizing a probation and surveillance officer team for supervision of probationers who are clinically diagnosed with severe mental illness, and have past or present substance abuse issues.

The purpose of this program is to save jail days and enhance success on probation by early release to needed mental health and substance abuse treatment. The local Regional Behavioral Health Authority (RBHA), specifically Value Options, covers the cost of treatment (either outpatient or residential).

In some cases, temporary housing is provided by the probation department at the Garfield Probation Center, provided clients are able to report to six hours of daily co-occurring treatment within the community.

In fiscal year 2003, 56% of the probationers exiting the CCRP program were successful, which is considered to be a very high percentage for this special population.

Cost of temporary housing to Probation Department (county-funded):
Approximately, \$779/client per month

Cognitive Intervention

The Cognitive Intervention Program is a treatment modality called Motivational Enhancement. Its role is to provide a pre-treatment service designed to increase the motivation of individuals to pursue substance abuse treatment. The program seeks to train individuals in the tools of Cognitive Self-Change, focusing on anti-social thinking, attitudes, and beliefs; and, as a result, to increase the ability of these individuals to be honest with themselves and others, and to be more open to and ready for treatment.

Cost of treatment/education to Probation Department (state-funded):
Approximately, \$118/client per month

Transferred Youth

The Juvenile Transferred Offender Program (JTOP) seeks to provide services to the unique needs of those persons convicted of a felony as a juvenile (under the age of 18) but transferred to the adult system. The program utilizes specialized probation staff, community assessment and treatment services, and a specialized Court to ensure compliance of transferred youth offenders.

The goals of the program are to achieve positive participant outcomes in the following areas: no or reduced substance use, no new arrests, reduced involvement in the criminal justice system, satisfactory completion of supervised probation, completion of high school/GED, stable employment and stable living environment. These goals are facilitated by treatment services targeting factors that lead to their criminal behavior.

The average number of JTOP probationers is approximately 130. There are 4 standard probation and 2 Intensive Probation caseloads that supervise the majority of transferred youth.

**Cost of sex offender treatment to Probation Department (state-funded):
Approximately \$2,188/client per month**

**Cost of substance abuse treatment to Probation Department (grant-funded):
Approximately \$154/per client per month**



Education

The Department's Frank X. Gordon Learning Centers provide students with educational services that include: Adult Basic Education (ABE), GED preparation, English to Speakers of Other Languages (ESOL), and Family Literacy Education Program.

The centers have fully equipped state-of-the-art education computer labs for all classes. The classes are designed to prepare students for completing their GED and include: pre-literacy (up to and including high school level English), math, writing, reading, arts and science, and history. The centers are also official sites for Arizona Department of Education GED testing.

In fiscal year 2003, the Frank X. Gordon Learning Center served 1,433 students. It was presented with the *Learn Lab of the Year* by the Arizona Supreme Court, and recognized by the Arizona Department of Education for *Exceeding State Performance Goals*.

65% of students increased their basic literacy skills or made educational gains equal to more than two (2) years of public school instruction

98% of probationer students with the goal of obtaining their GED were successful

93% of probationer students with the goal of getting a job were successful

Cost of education to Probation Department (State-Funded):

Seniority Salute



25 Year Anniversary with MCAPD

Gloria Washington
01-22-04

Elizabeth Short
03-28-04

20 Year Anniversary with MCAPD

Doreen Pulbratek 02-27-04

RETIREMENT

Michael J. Hodge	12-30-03
Faye Massahos	01-02-04
Mike Allen	01-02-04
Val Zapert	01-08-04
George Gonzales	03-12-04

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Your Stories Wanted!



Interested in
submitting articles,
announcements or
success stories to
The Chronicle?
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Success Stories Welcome!

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